

**COUNTY OF MILWAUKEE**  
**Inter-Office Communication**

**Date:** April 29, 2003

**To:** Chuck McDowell, Director, DAS-Human Resources Division  
Robert Murphy, Senior Research Analyst, County Board Staff

**From:** Jerome J. Heer, Director of Audits

**Subject:** Salaries of County Board Supervisors (File No. 03-325)

As directed in the April 24, 2003 referral from the Committee on Personnel, we have updated our 2002 survey of County Board Supervisor salaries. The results of the analysis are attached. We draw your attention to two specific items. First, information regarding supervisor salaries provided to us by Du Page County for the 2002 study has been determined to be erroneous. That information has been corrected. Second, we have recalculated the total and the per capita legislative salary cost based on the adopted County Board policy of reducing the Board of Supervisors from 25 to 19.

The referral also references an outside study and it is our understanding that the County Board has approved the retention of a consultant. We recommend that the results of our work and any additional work that you have conducted be forwarded to the Board upon receipt of the consultant's report.

If you have any questions or would like to discuss this matter further, please call me at ext. 5185.



Jerome J. Heer

JJH/cah

Attachment

cc: Jim Villa, Chief of Staff, County Executive's Office  
Rob Henken, County Board Director of Research  
Alfredo Cantoral, Legislative Assistant, County Board Staff  
Lauri Henning, Chief Committee Clerk, County Board Staff  
Maribeth Welchman, Committee Clerk, County Board Staff

## Updated Department of Audit Legislative Salary Survey

As requested by the Personnel Committee, we have updated our legislative salary survey to reflect 2003 figures. As shown in the attached table, we have calculated the per capita cost for legislative salaries for each jurisdiction and compared them to Milwaukee County. However, this analysis can be misleading because it does not take into account the cost of direct support provided by staff (aides, research staff, etc.) who work behind the scenes to help legislators perform their jobs. For example, a jurisdiction with a comparatively lower per capita cost when considering only legislative salaries, may have a large support staff that does much of the work done entirely by legislators in other jurisdictions. Thus, a per capita analysis using only legislative salaries might allow a jurisdiction to compare well with others, but not rank as well if the cost of direct support staff was included in the analysis.

We attempted to obtain expenditure data for the direct support staff of legislators in each jurisdiction we surveyed. For example, for Milwaukee County this consisted of taking the expenditure budget for Org. Unit 1000 (County Board).

However, this approach did not provide meaningful results. We found that few jurisdictions included the same costs in their legislative budgets. Thus, the per capita calculations did not result in a comparison of 'apples to apples.' The following examples serve to highlight some of the significant differences in the comparison of different jurisdictions' legislative department budgets, thus rendering them incomparable:

- **Franklin County, Ohio** – Included in this legislative budget was grant development and block grant programs that fell under the responsibilities of the Board of Commissioners. This increased the Board of Commissioners' budget by millions of dollars.
- **City of Detroit, Michigan** – Included in this budget were 51 positions for Research and Analysis, Administration, Fiscal Analysis, as well as the cost of the City Planning Commission and the Historic Designation Advisory Board. Also included were separate budgets for each council member. Each member is authorized five positions and a budget of \$567,509. The council president is authorized eight positions and a budget of \$754,633.
- **City of Milwaukee, Wisconsin** – The legislative budget for the Common Council includes the City Clerk's office. In Milwaukee County, that function has its own budget.
- **Wayne County, Michigan** – The legislative budget included the audit staff, again something that is separated in Milwaukee County.

Legislative Salary Survey – Updated for 2003

County	2000 Population Census	Number of Legislators	Annual Salary Per Legislative Member	Chairperson Annual Salary	Total Direct Salary Cost for Legislators	Full or Part Time	Direct Legislator Cost Per Capita
Dane County (Madison, WI)	426,526	37	\$7,000 <sup>(1)</sup>	\$24,000	\$276,000	Part	\$0.65
Du Page County (Wheaton, IL)	904,161	19 <sup>(2)</sup>	\$44,100 <sup>(2)</sup>	\$97,005	\$890,805	Part	\$0.99
Franklin County (Columbus, OH)	1,068,978	3	\$81,977	\$81,977	\$245,931	Part	\$0.23
Hamilton County (Cincinnati, OH)	845,303	3	\$76,979	\$76,979	\$230,937	Part	\$0.27
Hennepin County (Minneapolis, MN)	1,116,200	7	\$81,816	\$86,760	\$577,656	Full	\$0.52
Macomb County (Mt. Clemens, MI)	788,149	26	\$31,482	\$68,188	\$855,238	Part	\$1.09
Marion County (Indianapolis, IN)	860,454	29	\$11,400 <sup>(3)</sup>	\$18,000	\$337,200	Part	\$0.39
Oakland County (Pontiac, MI)	1,194,156	25	\$30,618	\$30,618	\$765,450	Full	\$0.64
St. Louis County (St. Louis, MO)	1,016,315	7	\$12,500	\$15,625	\$90,625	Part	\$0.09
Waukesha County (Waukesha, WI)	360,767	35	\$9,121 <sup>(4)</sup>	\$52,821	\$362,935	Part	\$1.01
Wayne County (Detroit, MI)	2,061,162	15	\$68,676 <sup>(5)</sup>	\$80,676	\$1,042,140	Part	\$0.51
City of Detroit, MI	951,270	9	\$81,312	\$85,456	\$735,952	Full	\$0.77
City of Milwaukee, WI	596,974	17	\$65,833 <sup>(6)</sup>	\$74,401	\$1,127,729	Full	\$1.89
Milwaukee Public Schools	596,974	9	\$18,667	\$18,667	\$168,003	Part	\$0.28
Average	913,385	17	\$44,392	\$57,941	\$550,472		\$0.67
Median	882,308	16	\$37,791	\$71,295	\$470,296		\$0.58
State of Wisconsin	5,363,675	99	\$45,569 <sup>(7)</sup>	\$45,569	\$4,511,331	Full	\$0.84
<b>Milwaukee County (currently)</b>	<b>940,164</b>	<b>25</b>	<b>\$52,227<sup>(8)</sup></b>	<b>\$72,960<sup>(8)</sup></b>	<b>\$1,326,408</b>	<b>Full</b>	<b>\$1.41</b>
<b>Milwaukee County (proposed)</b>	<b>940,164</b>	<b>19</b>	<b>\$50,679</b>	<b>\$71,412</b>	<b>\$983,634</b>	<b>Full</b>	<b>\$1.05</b>

Notes:

- (1) Legislators also receive \$30 for each meeting attended, raising their potential annual salary to \$9,400.
- (2) In our initial salary survey, DuPage County officials erroneously reported the salaries of supervisors as \$86,004. Also, since that time, the size of the board has decreased from 25 to 19.
- (3) Legislators also receive \$112 for each of 17 meetings, and \$52 for each of 40 meetings attended, raising their potential annual salary to \$15,384.
- (4) This represents the salary that will go into effect April 1, 2003.
- (5) Legislators receive additional compensation based on the number of committees they are assigned to.
- (6) This represents the salary that will go into effect April 27, 2003.
- (7) Legislators establishing a temporary residence in Madison (i.e., do not commute) receive \$88 per diem while conducting legislative business. All others receive \$44 per diem while on legislative business. The Speaker of the Assembly also receives a \$25 stipend per month.
- (8) County Board member salaries are scheduled to change to \$50,679 per year after the April 2004 elections. The County Board Chairman salary will change to \$71,412 at the same time.

Source: Department of Audit telephone survey and review of web site information of other municipalities.